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Yellowstone
County
metropolitan
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informational wage
rates by
occupation for

Yellowstone County

Metropolitan Statistical Area

Informational Wage Rates

by Occupation

for 1997

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*Yellowstone County
Metropolitan Statistical Area
Informational Wage Rates
by Occupation for 1997*



State of Montana
Marc Racicot, Governor
Department of Labor & Industry
Pat Haffey, Commissioner

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Also on the Internet at:
<http://rad.dli.state.mt.us/>

As always, the Office of Research and Analysis welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act.



A sincere thank you is extended to: The many public and private organizations across Montana which took part in this survey; the Office of Research and Analysis staff who helped with this project: Tom Cawley, Casey Greenwood, Tina Hash, Roy Hinman, Julie Huntington, Kate Kahle, Bob Schleicher and Cathy Shenkle.

This publication contains average hourly and annual wage rates for 261 occupations sorted alphabetically for the Yellowstone County Metropolitan Statistical Area (MSA). A Metropolitan Statistical Area, as determined by the Office of Management and Budget, must have a central city with a population of 50,000 or more. The Yellowstone County MSA includes Billings and Yellowstone County and is located in south central Montana. **This is the first year wage rates are available for MSAs and are provided for both Yellowstone and Cascade Counties. We also have a Statewide wage publication available. No other county level wage data is available for Montana.** For copies of any of these publications, contact our office at the telephone numbers listed in this publication.

The average hourly wage is the mean wage rate. See the back cover page for a detailed explanation. The wages contained in this publication cannot be used for Montana Prevailing Wage or Alien Labor Certification purposes. For more information about the survey used to produce these wage rates, please refer to the back page.

A

Occupations	Average Hourly Wage	Average Annual Wage
Accountants and Auditors	\$18.02	\$37,490
Agricultural, Forestry, Fishing, and Related Workers, First-Line Supervisors and Managers/Supervisors	\$10.42	\$21,670
Aircraft Mechanics	\$16.34	\$33,980
Amusement and Recreation Attendants	\$5.99	\$12,450
Animal Caretakers, Except Farm	\$6.10	\$12,680
Architects, Except Landscape and Marine	\$18.85	\$39,200
Artists and Related Workers	\$12.93	\$26,890
Assemblers and Fabricators, Except Machine, Electrical, Electronic, and Precision	\$7.47	\$15,540
Automotive Body and Related Repairers	\$12.07	\$25,110
Automotive Mechanics	\$13.68	\$28,460

B

Occupations	Average Hourly Wage	Average Annual Wage
Baggage Porters and Bellhops	\$7.49	\$15,570
Bakers, Bread and Pastry	\$7.49	\$15,580
Bartenders	\$6.13	\$12,760
Bicycle Repairers	\$8.00	\$16,630
Bill and Account Collectors	\$11.59	\$24,100
Bindery Machine Operators and Tenders	\$9.25	\$19,250
Bus and Truck Mechanics and Diesel Engine Specialists	\$13.47	\$28,020
Bus Drivers, School	\$9.89	\$20,570

C

Occupations	Average Hourly Wage	Average Annual Wage
Cabinetmakers and Bench Carpenters	\$12.93	\$26,900
Carpenters	\$12.89	\$26,800
Cashiers	\$6.06	\$12,610
Central Office and PBX Installers and Repairers	\$17.97	\$37,380

C (continued)

Occupations	Average Hourly Wage	Average Annual Wage
Chemists, Except Biochemists	\$18.16	\$37,770
Child Care Workers	\$5.42	\$11,270
Civil Engineering Technicians and Technologists	\$13.77	\$28,650
Cleaning and Building Service Workers, All Other	\$8.32	\$17,300
Clergy	\$14.44	\$30,040
Clerical and Administrative Support Workers, All Other	\$9.45	\$19,660
Clerical and Administrative Support Workers, First-Line Supervisors and Managers/Supervisors	\$13.96	\$29,030
Clerks, Adjustment	\$7.65	\$15,910
Clerks, Billing, Cost, and Rate	\$9.28	\$19,300
Clerks, Bookkeeping, Accounting, and Auditing	\$9.54	\$19,840
Clerks, Counter and Rental	\$6.47	\$13,450
Clerks, File	\$7.17	\$14,910
Clerks, General Office	\$8.39	\$17,460
Clerks, Hotel Desk	\$6.04	\$12,570
Clerks, Insurance Policy Processing	\$10.37	\$21,570
Clerks, Interviewing, Except Personnel and Social Welfare	\$8.09	\$16,830
Clerks, Law	\$12.92	\$26,860
Clerks, Loan and Credit	\$8.64	\$17,970
Clerks, Mail, Except Mail Machine Operators and Postal Service	\$7.47	\$15,540
Clerks, New Accounts	\$8.55	\$17,780
Clerks, Order, Materials, Merchandise, and Service	\$8.86	\$18,440
Clerks, Payroll and Timekeeping	\$9.18	\$19,100
Clerks, Personnel, Except Payroll and Timekeeping	\$10.27	\$21,360
Clerks, Procurement	\$10.01	\$20,810
Clerks, Production, Planning, and Expediting	\$14.53	\$30,220
Clerks, Receptionists and Information	\$7.89	\$16,420
Clerks, Shipping, Receiving, and Traffic	\$10.78	\$22,410
Clerks, Stock, Sales Floor	\$6.78	\$14,110

Average annual wage is based on a 2,080-hour work year.

*Workers in these occupations are paid based on an annual amount, but generally work other than the usual 2,080 hours per year.

C (continued)

Occupations	Average Hourly Wage	Average Annual Wage
Clerks, Stock - Stockroom, Warehouse or Storage Yard	\$8.68	\$18,050
Computer Operators, Except Peripheral Equipment	\$10.55	\$21,950
Computer Programmers	\$19.51	\$40,590
Computer Support Specialists	\$13.57	\$28,220
Concrete and Terrazzo Finishers	\$11.04	\$22,960
Construction and Building Inspectors	\$16.20	\$33,700
Construction Trades and Extractive Workers, First-Line Supervisors and Managers/Supervisors	\$16.34	\$33,990
Cooks, Fast Food	\$5.28	\$10,990
Cooks, Institution or Cafeteria	\$7.36	\$15,310
Cooks, Restaurant	\$7.61	\$15,830
Cooks, Short Order	\$7.07	\$14,700
Cost Estimators	\$14.37	\$29,900
Counter Attendants - Lunchroom, Coffee Shop, or Cafeteria	\$5.69	\$11,840
Credit Checkers	\$7.75	\$16,120
Customer Service Representatives, Utilities	\$9.31	\$19,370

D

Occupations	Average Hourly Wage	Average Annual Wage
Database Administrators	\$20.12	\$41,860
Data Entry Keyers, Except Composing	\$8.15	\$16,940
Data Processing Equipment Repairers	\$12.20	\$25,380
Dental Assistants	\$9.63	\$20,040
Dental Hygienists	\$21.00	\$43,680
Dentists	*	\$113,530
Designers, Except Interior Designers	\$8.61	\$17,910
Dietitians and Nutritionists	\$17.17	\$35,700
Dispatchers, Except Police, Fire, and Ambulance	\$13.55	\$28,190
Drafters	\$14.75	\$30,670
Driver/Sales Workers	\$8.76	\$18,230
Duplicating Machine Operators	\$7.83	\$16,280

Average annual wage is based on a 2,080-hour work year.

*Workers in these occupations are paid based on an annual amount, but generally work other than the usual 2,080 hours per year.

E

Occupations	Average Hourly Wage	Average Annual Wage
Education Administrators	\$21.20	\$44,090
Electric Home Appliance and Power Tool Repairers	\$8.93	\$18,580
Electrical and Electronic Engineering Technicians and Technologists	\$15.35	\$31,930
Electrical Power-Line Installers and Repairers	\$19.02	\$39,570
Electricians	\$16.62	\$34,570
Electronic Home Entertainment Equipment Repairers	\$9.60	\$19,970
Electronic Pagination System Operators	\$11.70	\$24,330
Electronics Repairers, Commercial and Industrial Equipment	\$13.66	\$28,410
Employment Interviewers, Private or Public Employment Service	\$12.11	\$25,180
Engineering and Related Technicians and Technologists, All Other	\$15.98	\$33,240
Engineers, Aircraft Pilots and Flight	*	\$34,990
Engineers, All Other	\$25.12	\$52,250
Engineers, Civil, Including Traffic	\$25.41	\$52,860
Engineers, Electrical and Electronic	\$21.93	\$45,620
Engineers, Mechanical	\$18.27	\$38,000
Engineers, Operating	\$14.59	\$30,350
Engineers, Petroleum	\$26.03	\$54,140
Excavating and Loading Machine Operators	\$14.93	\$31,040
Extruding, Forming, Pressing, and Compacting Machine Operators and Tenders	\$8.82	\$18,350

F

Occupations	Average Hourly Wage	Average Annual Wage
Farm Equipment Mechanics	\$11.05	\$22,990
Fence Erectors	\$9.21	\$19,150
Financial Specialists, All Other	\$19.28	\$40,100
Food Preparation and Service Workers, Combined	\$5.66	\$11,760
Food Preparation Workers	\$6.02	\$12,520
Food Service Workers, All Other	\$6.39	\$13,280

F (continued)

Occupations	Average Hourly Wage	Average Annual Wage
Freight, Stock, and Material Movers, Hand, All Other	\$9.63	\$20,030
Furniture Finishers	\$8.14	\$16,940

G

Occupations	Average Hourly Wage	Average Annual Wage
Geologists, Geophysicists, and Oceanographers	\$25.47	\$52,970
Glaziers	\$10.12	\$21,050
Guards and Watch Guards	\$6.65	\$13,830

H

Occupations	Average Hourly Wage	Average Annual Wage
Hairdressers, Hairstylists, and Cosmetologists	\$8.85	\$18,420
Hand Packers and Packagers	\$7.81	\$16,250
Hand Workers, All Other	\$6.97	\$14,500
Health Professionals, Paraprofessionals, and Technicians, All Other	\$13.45	\$27,970
Health Service Workers, All Other	\$8.41	\$17,490
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$13.46	\$27,990
Helpers, Carpenters and Related Workers	\$7.93	\$16,490
Helpers, Dining Room and Cafeteria Attendants and Bartenders	\$5.68	\$11,820
Helpers, Laborers and Material Movers, Hand, All Other	\$9.29	\$19,330
Helpers, Laborers and Material Movers, Hand - First-Line Supervisors and Managers/Supervisors	\$13.19	\$27,440
Helpers, Mechanics and Repairers	\$7.68	\$15,980
Helpers, Roofers	\$7.70	\$16,010
Home Health Aides	\$6.37	\$13,250
Hosts and Hostesses, Restaurant, Lounge, or Coffee Shop	\$6.02	\$12,520

Average annual wage is based on a 2,080-hour work year.

*Workers in these occupations are paid based on an annual amount, but generally work other than the usual 2,080 hours per year.

H (continued)

Occupations	Average Hourly Wage	Average Annual Wage
Housekeeping Supervisors	\$8.62	\$17,930
Human Services Workers	\$7.73	\$16,070

I

Occupations	Average Hourly Wage	Average Annual Wage
Industrial Truck and Tractor Operators	\$12.68	\$26,370
Installers and Repairers, Manufactured Buildings, Mobile Homes, and Travel Trailers	\$9.14	\$19,010
Instructors and Coaches, Sports and Physical Training	\$6.35	\$13,210
Insulation Workers	\$14.59	\$30,350
Insurance Adjusters, Examiners, and Investigators	\$16.07	\$33,420
Insurance Underwriters	\$16.98	\$35,320
Interior Designers	\$10.82	\$22,500

J

Occupations	Average Hourly Wage	Average Annual Wage
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$6.79	\$14,130

L

Occupations	Average Hourly Wage	Average Annual Wage
Laborers, Landscaping and Groundskeeping	\$7.12	\$14,820
Laundry and Dry-cleaning Machine Operators and Tenders, Except Pressing	\$6.13	\$12,760
Lawyers	\$29.93	\$62,260
Librarians, Professional	\$13.04	\$27,130
Library, Technical Assistants	\$7.90	\$16,430
Licensed Practical Nurses	\$11.15	\$23,180
Loan Officers and Counselors	\$15.95	\$33,180

M

Occupations	Average Hourly Wage	Average Annual Wage
Machine Operators and Tenders, All Other	\$9.29	\$19,330
Machinery Maintenance Mechanics	\$10.58	\$22,020
Machinists	\$12.45	\$25,890
Maids and Housekeeping Cleaners	\$6.32	\$13,140
Maintenance Repairers, General Utility	\$9.73	\$20,250
Management Analysts	\$18.24	\$37,940
Management Support Workers, All Other	\$18.41	\$38,300
Managers, Administrative Services	\$23.14	\$48,120
Managers and Administrators, All Other	\$20.65	\$42,950
Managers, Communications, Transportation, and Utilities Operations	\$20.18	\$41,970
Managers, Construction	\$19.57	\$40,700
Managers, Engineering, Mathematical, and Natural Sciences	\$29.24	\$60,810
Managers, Financial	\$24.22	\$50,380
Managers, Food Service and Lodging	\$11.75	\$24,430
Managers, General and Top Executives	\$26.43	\$54,970
Managers, Industrial Production	\$26.11	\$54,300
Managers, Marketing, Advertising, and Public Relations	\$20.75	\$43,160
Managers, Medicine and Health Services	\$24.73	\$51,440
Managers, Personnel, Training, and Labor Relations	\$19.95	\$41,490
Managers, Purchasing	\$19.48	\$40,520
Mechanics, Installers, and Repairers, All Other	\$9.78	\$20,330
Mechanics, Installers, and Repairers, First-Line Supervisors and Managers/Supervisors	\$17.08	\$35,530
Medical and Clinical Laboratory Technicians	\$11.80	\$24,550
Medical and Clinical Laboratory Technologists	\$17.96	\$37,360
Medical Assistants	\$9.57	\$19,900
Medical Records Technicians	\$7.80	\$16,230
Messengers	\$5.60	\$11,650
Mobile Heavy Equipment Mechanics, Except Engines	\$14.19	\$29,520
Motorcycle Repairers	\$10.88	\$22,620

N

Occupations	Average Hourly Wage	Average Annual Wage
Nursing Aides, Orderlies, and Attendants	\$7.47	\$15,530

O

Occupations	Average Hourly Wage	Average Annual Wage
Occupational Therapists	\$21.96	\$45,680
Office Machine and Cash Register Servicers	\$8.77	\$18,250
Office Machine Operators, All Other	\$8.83	\$18,370
Offset Lithographic Press Setters and Set-Up Operators	\$10.60	\$22,050
Opticians, Dispensing and Measuring	\$9.41	\$19,570
Order Fillers, Wholesale and Retail Sales	\$9.54	\$19,840

P

Occupations	Average Hourly Wage	Average Annual Wage
Packaging and Filling Machine Operators and Tenders	\$9.64	\$20,050
Painters and Paperhangers, Construction and Maintenance	\$16.70	\$34,740
Painting, Coating, and Decorating Workers, Hand	\$11.34	\$23,590
Paralegal Personnel	\$12.67	\$26,360
Personnel, Training, and Labor Relations Specialists	\$13.34	\$27,740
Pharmacists	\$26.45	\$55,010
Pharmacy Technicians and Aides	\$7.42	\$15,440
Photographic Processing Machine Operators and Tenders	\$8.09	\$16,830
Physical and Corrective Therapy Assistants and Aides	\$9.53	\$19,830
Physical Therapists	\$27.77	\$57,770
Physicians and Surgeons	\$53.13	\$110,520

Average annual wage is based on a 2,080-hour work year.

*Workers in these occupations are paid based on an annual amount, but generally work other than the usual 2,080 hours per year.

P (continued)

Occupations	Average Hourly Wage	Average Annual Wage
Plumbers, Pipe fitters, and Steamfitters	\$18.97	\$39,460
Precision Dental Laboratory Technicians	\$12.70	\$26,420
Precision Inspectors, Testers, and Graders	\$10.79	\$22,450
Pressing Machine Operators and Tenders, Textile, Garment, and Related Materials	\$7.99	\$16,610
Printing Press Machine Operators and Tenders	\$11.41	\$23,730
Producers, Directors, Actors, and Other Entertainers	*	\$28,640
Production and Operating Workers, First-Line Supervisors and Managers/Supervisors	\$14.66	\$30,500
Production, Construction, Maintenance and Related Workers - Supervisors and Managers/Supervisors - First-Line, All Other	\$18.25	\$37,960
Production Inspectors, Testers, Graders, Sorters, Samplers, and Weighers	\$8.10	\$16,850
Public Relations Specialists and Publicity Writers	\$15.41	\$32,050
Purchasing Agents and Buyers, Farm Products	\$15.71	\$32,680
Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$19.05	\$39,620

R

Occupations	Average Hourly Wage	Average Annual Wage
Radiologic Technologists	\$14.34	\$29,830
Recreation Workers	\$7.02	\$14,600
Refuse and Recyclable Material Collectors	\$10.63	\$22,110
Registered Nurses	\$16.62	\$34,560
Reservation and Transportation Ticket Agents	\$11.00	\$22,890
Residential Counselors	\$8.14	\$16,920
Roofers	\$9.80	\$20,380

S

Occupations	Average Hourly Wage	Average Annual Wage
Sales Agents and Placers, Insurance	\$18.99	\$39,490
Sales Agents, Advertising	\$13.39	\$27,850
Sales Agents, Real Estate	\$20.70	\$43,050
Sales Agents, Securities, Commodities, and Financial Services	\$32.35	\$67,300
Sales Agents, Selected Business Services	\$11.45	\$23,820
Sales and Related Workers, All Other	\$8.55	\$17,780
Sales and Related Workers, First-Line Supervisors and Managers/Supervisors	\$15.75	\$32,770
Sales Representatives, Except Retail and Scientific and Related Products and Services	\$16.01	\$33,310
Sales Representatives, Scientific and Related Products and Services, Except Retail	\$23.81	\$49,520
Salespersons, Parts	\$11.80	\$24,540
Salespersons, Retail	\$9.12	\$18,970
Secretaries, Except Legal and Medical	\$8.58	\$17,850
Secretaries, Legal	\$11.97	\$24,900
Secretaries, Medical	\$11.06	\$23,010
Service Station Attendants	\$7.48	\$15,560
Service Workers, All Other	\$6.63	\$13,790
Service Workers, Supervisors and Managers/Supervisors, All Other	\$9.53	\$19,830
Sheet Metal Duct Installers	\$14.17	\$29,470
Sheet Metal Workers	\$16.10	\$33,490
Social Workers, Except Medical and Psychiatric	\$12.42	\$25,830
Social Workers, Medical and Psychiatric	\$18.90	\$39,310
Speech-Language Pathologists and Audiologists	\$21.27	\$44,230
Stenographers and/or Court Reporters	\$10.85	\$22,570
Surveying and Mapping Technicians	\$11.62	\$24,170
Surveyors and Mapping Scientists	\$17.36	\$36,120
Switchboard Operators	\$6.75	\$14,040
Systems Analysts, Electronic Data Processing	\$17.64	\$36,690

Average annual wage is based on a 2,080-hour work year.

*Workers in these occupations are paid based on an annual amount, but generally work other than the usual 2,080 hours per year.

T

Occupations	Average Hourly Wage	Average Annual Wage
Tax Preparers	\$10.43	\$21,690
Taxi Drivers and Chauffeurs	\$6.96	\$14,470
Teacher Aides and Educational Assistants, Clerical	\$7.03	\$14,630
Teacher Aides, Paraprofessional	\$6.85	\$14,250
Teachers and Instructors, Vocational Education and Training	\$10.64	\$22,130
Teachers, Elementary School	*	\$27,770
Teachers, Kindergarten	*	\$25,540
Teachers, Preschool	\$7.89	\$16,410
Teachers, Secondary School	*	\$30,270
Teachers, Special Education	*	\$26,330
Telemarketers, Door-To-Door Sales Workers, News and Street Vendors, and Other Related Workers	\$7.32	\$15,220
Telephone and Cable Television Line Installers and Repairers	\$17.16	\$35,690
Tellers	\$7.37	\$15,320
Therapists, All Other	\$24.21	\$50,350
Tire Repairers and Changers	\$8.46	\$17,600
Transportation and Material-Moving Machine and Vehicle Operators, First-Line Supervisors and Managers/Supervisors	\$16.54	\$34,410
Travel Agents	\$9.51	\$19,780
Truck Drivers, Heavy or Tractor-Trailer	\$12.63	\$26,270
Truck Drivers, Light, Including Delivery and Route Workers	\$9.23	\$19,190
Typists, Including Word Processing	\$8.68	\$18,050

V

Occupations	Average Hourly Wage	Average Annual Wage
Vehicle Washers and Equipment Cleaners	\$6.36	\$13,230
Veterinarians and Veterinary Inspectors	\$19.97	\$41,540
Veterinary Assistants	\$5.43	\$11,300
Veterinary Technicians and Technologists	\$7.39	\$15,370
Vocational and Educational Counselors	\$15.14	\$31,490

W

Occupations	Average Hourly Wage	Average Annual Wage
Waiters and Waitresses	\$5.42	\$11,260
Welders and Cutters	\$11.24	\$23,390
Wellhead Pumpers	\$17.67	\$36,760
Wholesale and Retail Buyers, Except Farm Products	\$14.59	\$30,350
Writers and Editors	\$15.14	\$31,480

Average annual wage is based on a 2,080-hour work year.

*Workers in these occupations are paid based on an annual amount, but generally work other than the usual 2,080 hours per year.

The Montana State Job Service Division maintains 23 local Job Service Centers in principal cities of Montana. You are invited to call on any of these offices for assistance in filling positions in your organization, obtaining additional labor market information and for receiving other services in connection with your employment needs.

LOCAL JOB SERVICE CENTER LISTING

ANACONDA

307 East Park
Anaconda, MT 59711
(406-563-3444)

FLATHEAD

427 1st Ave. E.
Kalispell, MT 59901
(406-758-6200)

HELENA

715 Front St.
P. O. Box 201505
Helena, MT 59620-1505
(406-447-3200)

LAKE COUNTY JOB
SERVICE CENTER

417-B Main St.
P. O. Box 970
Polson, MT 59860
(406-883-5261)

BILLINGS

2121-B Rosebud Dr.
Billings, MT 59102
(406) 652-3080

NORTHEAST MONTANA
JOB SERVICE

238 2nd Ave. S.
Glasgow, MT 59230
(406-228-9369)

LEWISTOWN

300 1st Ave. N.
Lewistown, MT 59457
(406-538-8701)

SHELBY

402 1st St. S.
Shelby, MT 59474
(406-434-5161)

BOZEMAN

121 N. Willson
Bozeman, MT 59715
(406-582-9200)

GLENDAVE

211 S. Kendrick
Glendive, MT 59330
(406-365-3314)

LIBBY

417 Mineral Ave./Suite 4
Libby, MT 59923
(406-293-6282)

SIDNEY

211 N. Central
Sidney, MT 59270
(406-482-1204)

BUTTE

2201 White Blvd.
Butte, MT 59702
(406-494-0300)

GREAT FALLS

1018 7th St. S.
Great Falls, MT 59405
(406-791-5800)

LIVINGSTON

220 E. Park
P.O. Box 1199
Livingston, MT 59047
(406-222-0520)

SANDERS COUNTY JOB
SERVICE CENTER

608 Main St.
P. O. Box 669
Thompson Falls, MT 59873
(406-827-3472)

CUT BANK

1210 E. Main
Cut Bank, MT 59427
(406-873-2191)

BITTERROOT

333 W. Main St.
Hamilton, MT 59840
(406-363-1822)

MILES CITY

12 N. 10th St.
P.O. Box 1786
Miles City, MT 59301
(406-232-8340)

NORTHEAST MONTANA
JOB SERVICE

217 3rd Ave. S.
Wolf Point, MT 59201
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DILLON

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Dillon, MT 59725
(406-683-4259)

HAVRE

416 1st St.
Havre, MT 59501
(406-265-5847)

MISSOULA

539 S. 3rd St. W.
P.O. Box 5027
Missoula, MT 59806
(406-728-7060)

1997 Montana Occupational Wage Survey Methodology

Data in this publication come from the Occupational Employment Statistics (OES) wage survey. The OES survey is an annual mail survey measuring occupational employment and occupational wage rates for wage and salary workers in nonfarm establishments. The wage rates in the publication were produced by the Bureau of Labor Statistics Occupational Employment Statistics program in cooperation with the Montana Department of Labor and Industry's Office of Research and Analysis, which collects and analyzes the data. The survey excludes the self-employed, owners/partners of unincorporated firms and unpaid family workers. Included in this publication are the publishable wage rates for Montana for the 1996 (wages updated to 1997) and 1997 survey rounds, combined.

Average or *Mean* Hourly and Annual Wages

The average hourly and annual wage rates referred to in this publication are the mean wages.

Most employees are paid at an hourly rate by their employers and may work less than or more than 40 hours per week. The annual wage estimates in this publication are calculated by multiplying the mean wage by a year-round, full-time hours figure of 2,080 hours per year (52 weeks times 40 hours). Thus, the annual wage estimates may not represent the actual annual pay received by the employee.

There are a small number of occupations where only an annual wage figure is provided. The workers in these occupations are paid based on an annual amount, but generally work less than the usual 2,080 hours per year. Since the survey does not collect the actual hours worked, the hourly rate cannot be calculated with a reasonable degree of confidence from the annual wages. For this reason, only the annual salary is reported for the occupations. These occupations are marked by an asterisk in the hourly wage column. Occupations that typically have a work year of less than 2,080 hours include musical and entertainment occupations, flight attendants and pilots, and teachers.

This wage information can also be found on the Internet at: <http://rad.dli.state.mt.us/> and comparable national and other states' data can be found on the Internet at http://stats.bls.gov/oes/oes_data.htm. For more information, please contact our office at the phone numbers or address listed in this publication.

Montana Department of Labor & Industry
Job Service Division
Office of Research & Analysis
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